



VACANCY ANNOUNCEMENT

The Independent Policing Oversight Authority is established pursuant to the Independent Policing Oversight Authority Act Cap. 86 Laws of Kenya. Its primary mandate is to provide civilian oversight over the work of the National Police Service.

The Authority seeks to recruit results-oriented Kenyan citizens with drive, vision and creativity to fill the following vacant positions: -

No	Job Reference	Designation	Job Grade	Vacant Positions
8	IPOA/HR/08/2026	Research Officer II	IPOA 9	1 Post

How to apply:

Interested candidates who meet the required qualifications are invited to submit their application **ONLINE** through the Authority's website [careers Portal](#). No Physical applications will be accepted

Detailed job description and specification for this position is available here: <https://www.ipoa.go.ke/ipoa/careers>.

All applications to reach the Authority on or before **18th May, 2026** at **5.00 p.m. East Africa time**.

Successful applicants must meet the requirements of Chapter Six of the Constitution of Kenya 2010 and provide the following documents; clearance certificate from HELB, EACC, CRB, KRA and DCI. Further to this, background checks and verification of academic certificates shall be undertaken before on boarding.

IPOA is an equal opportunity employer and shall not in its recruitment discriminate on the basis of race, religion, colour, ethnic origin, political affiliation, sex or sexual orientation, pregnancy, marital status, disability, health or social status. Kindly note that canvassing will lead to automatic disqualification.

IPOA does not engage any recruitment agencies and no medical examination is required before one attends an interview. IPOA does not charge a fee at any stage of the recruitment process (application, shortlisting or interview).

Only shortlisted candidates will be contacted.

**8. IPOA/HR/08/2026; RESEARCH OFFICER II JOB GRADE IPOA 9 (1 POSITION)
(CONSOLIDATED SALARY KSH. 90,000 – 130,000)**

Job Title	Research Officer II
Grade	IPOA 9
Organization	Independent Policing Oversight Authority
Department	Research, Policy and Strategy Division
Location / Work Station	Headquarters, Nairobi
Reporting Relationships	
Reports to	Research Officer I
Job Purpose	
To undertake research and implement strategies to generate new knowledge, inform policy and decision making at the Authority and in policing sector as guided under Sec. 6 of the IPOA Act.	
Key Responsibilities/ Duties / Tasks	
<p>An officer at this grade will undertake the following duties and responsibilities:</p> <ol style="list-style-type: none"> i. Supporting implementation of policies, strategies, guidelines, plans, rules, standards and procedures pertaining to research while ensuring compliance to applicable laws and statutes; ii. Conducting policy analysis and identifying need for policy, procedural and legislative reforms; iii. Collecting and collating data for development of internal and external research reports in the Authority; iv. Implementing research frameworks and tools; v. Conducting research related to Authority's mandate for decision making, inform policy and enhance police oversight; vi. Researching public policy, identifying existing, emerging and anticipated policy issues and information affecting the Authority, public, clients, stakeholders and programs; vii. Participating in the implementation of approved policy, proposals and initiatives; viii. Updating records in the division; and ix. Supporting publication and dissemination of research findings. 	
Knowledge, Experience and qualifications required	
<p>For appointment to this grade, an officer must have the following qualifications:</p> <ol style="list-style-type: none"> i. Bachelor's Degree in any of the following: Economics, Business Management, Project Management, Statistics, Monitoring and Evaluation, Social Sciences or equivalent qualifications from a recognized institution; and 	

- ii. Proficiency in computer applications with expertise in statistical packages
Data analysis and management.